

Membership Balance Plan
Defense Advisory Committee on Military Personnel Testing

Agency: Department of Defense (DoD)

1. Authority: The Secretary of Defense, in accordance with the provisions of the Federal Advisory Committee Act (FACA) of 1972 (5 U.S.C., Appendix, as amended) and 41 C.F.R. § 102-3.50(d), established the Defense Advisory Committee on Military Personnel Testing (“the Committee”).
2. Mission/Function: The Committee, through the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), provides the Secretary of Defense and the Deputy Secretary of Defense, independent, informed advice and recommendations on matters relating to military personnel testing for enlisted selection and classification.
3. Points of View: The Committee shall be comprised of no more than seven members who are eminent authorities in the fields of educational and psychological testing.

Committee members appointed by the Secretary of Defense or the Deputy Secretary of Defense, who are not full-time or permanent part-time Federal officers or employees, shall be appointed as experts and consultants, under the authority of 5 U.S.C. § 3109, to serve as special government employee (SGE) members. Committee members who are full-time or permanent part-time Federal employees, shall be appointed pursuant to 41 C.F.R. § 102-3.130(a), as regular government employee (RGE) members.

The Department has found that viewing the complex issues facing the Department through a multidiscipline advisory committee provides the Department and, more importantly, the American public with a broader understanding of the issues on which to base subsequent policy decisions.

The Committee’s membership balance is not static and the Secretary of Defense may change the membership based upon work assigned to the Committee by the Secretary of Defense, the Deputy Secretary of Defense, or the USD(P&R). In addition, the Department, unless otherwise provided by an Act of Congress or Presidential directive, does not use representative members on DoD-established or supported advisory committees.

4. Other Balance Factors: N/A
5. Candidate Identification Process: The DoD, in selecting potential candidates for the Committee, reviews the educational and professional credentials of individuals with extensive background in the fields of education and psychological testing. The Department’s selection process includes the USD(P&R) requesting recommendations for potential candidates from senior career and political officials within the DoD, and current and former Committee members in consultation with the Office of General Counsel of the Department of Defense (OGC DoD), White House Liaison Office, and the Director of Administration and Management.

Prior to nominating the potential candidates, the list of candidates will undergo a review by the OGC DoD and the Office of the Advisory Committee Management Officer to ensure compliance with Federal and DoD governance requirements, including compliance with the

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Committee's charter and membership balance plan. Following this review, the USD(P&R) formally nominates the potential candidates to the Secretary of Defense or the Deputy Secretary of Defense for approval. Pursuant to DoD policy, only the Secretary of Defense or the Deputy Secretary of Defense can invite or approve the appointment of individuals to serve on DoD established or supported advisory committees and subcommittees.

Following approval by the Secretary of Defense or the Deputy Secretary of Defense, the candidates are required to complete the necessary appointment paperwork, to include meeting ethics requirements stipulated by the Office of Government Ethics for advisory committee members who are appointed as SGE members.

The Secretary of Defense or the Deputy Secretary of Defense may approve the appointment of members to the Committee for one-to-four year terms of service with annual renewals. Pursuant to DoD policy, no member of the Committee will serve more than two consecutive terms of service unless otherwise authorized by the Secretary of Defense or the Deputy Secretary of Defense.

Membership vacancies for the Committee and its subcommittees will be filled in the same manner as described in the previous four paragraphs above.

6. Subcommittee Balance: The DoD, when necessary and consistent with the Committee's mission and DoD policies and procedures, may establish subcommittees, task forces, or working groups to support the Committee.

The Secretary of Defense or the Deputy Secretary of Defense shall approve the appointment of subcommittee members in the same manner as members of the Committee. Individuals considered for appointment to any subcommittee of the Committee may come from the Committee itself or from new nominees, as recommended by the USD(P&R) and based upon the subject matters under consideration, but they must be approved by the Secretary of Defense or the Deputy Secretary of Defense before participating in any subcommittee work.

Subcommittee members, if not full-time or permanent part-time government employees, shall be appointed as experts and consultants, pursuant to 5 U.S.C. § 3109, to serve as SGE members. Subcommittee members who are full-time or permanent part-time Federal employees, shall be appointed, pursuant to 41 C.F.R. § 102-3.130(a), to serve as RGE members. Subcommittee members may serve a term of service of one-to-four years, with annual renewals. No subcommittee member may serve more than two consecutive terms of service without the Secretary of Defense or the Deputy Secretary of Defense approval.

7. Other: As nominees are considered for appointment to the Committee, the DoD adheres to the Office of Management and Budget's Final Guidance on Appointment of Lobbyists to Federal Committees and Commissions (76 FR 61756; October 5, 2011) and the rules and regulations issued by the Office of Government Ethics.
8. Date Prepared/Updated: April 22, 2014